GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:3908
ANSWERED ON:24.03.2017
Sexual Harassment of Women at Work Place
Dhurve Smt. Jyoti;Kachhadia Shri Naranbhai;Singh Shri Abhishek

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) the details of incidents of sexual harassment of women at work place reported in the country during each of the last three years and the current year, State/UT and Institution-wise;
(b) whether the Government proposes to set up a secure electronic platform enabling any woman Government employee to file a complaint of sexual harassment directly to the Ministry and if so, the details thereof;
(c) whether the facility of electronic platform is also applicable to sexual harassment at public places other than a work place and if so, the details thereof;
(d) whether the Government has conducted any training module and taken measures to sensitise and generate awareness amongst working women about the provisions and their rights/powers under the Act and if so, the details thereof; and
(e) the further measures taken by the Government for stringent implementation of the Act and the compliance of constitution of Internal Complaints Committee (ICC) in all Ministries/Departments of the Union/State Governments and in private sector along with the disposal of complaints in a sensitive and timely/speedy manner?

Answer

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI KRISHNA RAJ)

(a) Section 23 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 casts responsibility on the appropriate Government to monitor the implementation of this Act and maintain data on the number of cases filed and disposed off. At present, there is no centralized mechanism to collect such data. However, the National Crime Records Bureau (NCRB) has started collecting data under the category of insult to the modesty of women (section 509 of IPC) at office premises since 2014. A total number of 57 and 119 cases were registered during 2014 and 2015 respectively. The details of State/UT-wise Cases Registered (CR), under Insult to the Modesty of Women (Section 509 of IPC) at office premises during 2014 and 2015 is given at Annexure.

(b) & (c) Setting up secure electronic platform enabling any woman Government employee to file a complaint of sexual harassment directly to the Ministry is under process.

(d) & (e) Ministry of Women and Child Development had issued advisories to all States/UTs Government to ensure effective implementation of the Act. The Ministries/Departments in Government of India have also been advised to ensure the compliance of the Act from time to time. Further, Department of Personnel and Training has notified the amendments to Central Civil Services (Conduct) Rules 1964 and Central Civil Services (Classification, Control and Appeal) Rules, 1965 align with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

Ministry of Women and Child Development has formulated a Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Institute of Secretariat Training and Management (ISTM) in consultation of Ministry of Women and Child Development has also prepared a training module for the training of Internal Complaint Committee constituted under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Apart from the above, the Ministry has empanelled Institutes/Organizations for imparting training programmes/workshops in different parts of the country under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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